



City of Frisco Human Resources



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Citizens City Government 101

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What HR Does

- Recruitment and hiring
- Insurance and benefits
- Compensation and classification
- Training and development
- Policy development and administration
- Health and safety
- Employee relations
- Investigations/EEO complaints





Challenges in HR at the City of Frisco

- Recruiting and Hiring
- Supervisors with limited experience
- Training
- Policy Development
- Workplace Safety and Training





Laws Affecting Employment

- Federal Laws
- State Laws
- Local Government Code
- Government Code





Federal Laws

- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act as Amended
- Family Medical Leave Act as Amended
- Fair Labor Standards Act
- American with Disabilities Act
- HIPPA
- Stimulus Bills
- Health Care Reform

See handouts for Federal Law changes in the works





State Laws

- Texas Commission on Human Rights Act
- Texas Workers' Compensation Act



Local Government Code

- Chapter 142 – Assistance, Benefits, and Working Conditions of Municipal Officers and Employees
- Chapter 143 – Municipal Civil Service
- Chapter 146 – Local Control of Municipal Employment Matters in Certain Municipalities (meet and confer)
- Chapter 174 – Police and Fire Employee Relations Act (aka Police and Fire Collective Bargaining)



Government Code

- Chapter 607 – Benefits Relating to Certain Diseases and Illnesses



Questions?

